



# **OPERATION** **BLUE to GREEN**

**United States Air Force**  
**CAA Conference**  
**24 August 2004**



# Purpose - Blue to Green

Operation Blue to Green is a Prior Service Enlistment Program developed in response to Air Force and Navy Force Shaping Programs. Blue to Green will allow affected servicemembers (enlisted and officers) the opportunity to continue serving our Nation on Active Duty in the Army.

Bottom Line: It is about PEOPLE.



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# How B2G started...



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22.5K FSP\*  
18,000 enlisted  
4,500 officer  
11K reduced accession



7.9K FSP\*  
7,162 enlisted  
738 officer  
3.7K reduced accession



FY05 80K mission  
7.3K Prior Service  
BT required after 3-yrs separation



USMC BCT accepted  
BT required after 3-yrs separation



Average 35 accessions a year for AC and RC

## PRIOR SERVICE ACCESSION PROCESS

**Cyber Recruiter**



**If AFSC/Rating Converts:**

Warrior Transition Course  
Unit of Assignment

**If AFSC/Rating Does Not Convert:**

Warrior Transition Course  
MOS Training (AIT)  
Unit of Assignment



### **Advantages**

- Supports Continuum of Service
- Assists Force Shaping
- Produces Rapid Readiness
- PS Basic Training shortened

\*Force Shaping Plan

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# Coordination to Date

- Names from Air Force and Navy
  - List of DOS 90-180 days out
  - List of those affected by Force Shaping Plans
  - List of High Year Tenure (1700 Navy)
- Air Force and Navy approved briefings on Installations
  - Message is Army Opportunities
    - Continuum of Service
    - Explained Role of NCO Leadership
  - USAREC will use current practices directed by Company Leadership Team (USAREC concept)



# Incentives

- Selective Reenlistment Bonus (<90 days)
  - Select MOS
  - Select MOS with specific Location (assignment)
  - AFSC/Rating must convert
- Prior Service Enlistment Bonus
  - Not offered initially (under review)
  - Review in Nov 04 for 2<sup>nd</sup> Qtr Incentive Message

Note: AFSC and Rating conversion list validated through proponents and HRC using the DOD Classification Index dated April 2003

120 AFSC → 37 MOS

112 Rating → 42 MOS



# Marketing Strategy

- **Print Advertising and Articles**
  - Military Times
  - Military Post newspapers
- **Internet**
  - GoArmy.com
  - USAF Personnel Center Force Shaping site with link to GoArmy.com
  - HRC Website for Interservice Transfers (<https://perscononline.army.mil/opdistace/default.htm>)
  - HRC - Active and 2xcitizen Website
  - Army.mil
  - Create banners for Air Force and Navy websites with links
- **Collateral Material** - brochures and posters for ACAP equivalent office for USAF and USN offices
- **Direct Mail** - for names and addresses provided
- **Outbound email** - if addresses provided
- **Public Relations** - OSD Press releases to all internal and external publications



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# GOARMY.com

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# Eligibility and Processing

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# Eligibility

- Program offered for Airmen and Sailors transitioning from active Air Force and Navy to the Regular Army based on DoD “force-shaping program”
- Program transition based on current provisions of each service and DoD regulations for inter-service transfers
- Program available for enlisted and officer personnel
- E-1 through E-4 with honorable discharge - same grade
- E-5 and above will be reviewed on a case by case basis by Army Human Resources Command to determine eligibility
- Officers not processed by USAREC - will contact Army Human Resources Command directly via Email - POC’s provided



# Eligibility - Medical

- Individual must meet eligibility requirements of Army Regulation 601-210 (Regular Army and Army Reserve Enlistment Program) Chapter 3 with minor exceptions
- Must meet retention standards of Chapter 3 of Army Regulation 40-501 (Standards of Medical Fitness)
- Must meet height and weight standards of Army Regulation 600-9 (The Army Weight Control Program)
- Separation physical must be within the last five years
- Any applicant with a 3 in their profile must have their medical records reviewed by the USAREC Command Surgeon to determine retention suitability
- Date of HIV test must be within 6 months of discharge
- Must have complete medical and dental records in possession

• Certified True Copy acceptable to process original on ship date



# **Eligibility - Mental, Moral, Dependents**

- Individual must reveal all previous and current arrests, convictions or other adverse dispositions
  - Those with “pending charges” are required an eligibility review by HQ - USAREC
- Must reveal any and all proceedings under UCMJ during enlistment
- May enlist without regard to number of dependents
- ASVAB Scores available on REDD should be used
- If needed can be tested at a MEPS or MET site



# Processing

- **Individuals must obtain an approved DD Form 368 through their servicing Personnel Office**
  - **Must have projected RE (Re-Entry Code) and SPD (Separation Program Designator Code) and ETS (Expired Term of Service) in Block 2 of remarks**
  - **DD Form 368 remains valid until ship date**
  - **ETS must be on a Monday through Thursday to prevent a Break in Active Federal Service**
- **Must have a certified copy of physical when they see the Army recruiter face to face**
- **When shipping to training, not authorized dependent travel to WTC, AIT or OSUT**
- **POV is not authorized at any training**

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documents. **Pre ship security interview DD Form 4**



# Processing and Incentives

- Once approved for processing
  - May be eligible for SRB
  - May be eligible for GI Bill if no break in Service and meet the 30 month Active Duty Requirement
  - If MOS converts - 3 year Term of Service , if retraining - 4 or more years depending MOS qualified for and selected
  - Original 8 year MSO remains in effect
  - Will be provided ship date at MEPS from Army Guidance Counselor, the ship date will be the day after separation from the Navy or Air Force
  - Will attend Warrior Transition Course (WTC) for four weeks in lieu of the 9 week Basic Combat Training Course...if authorized re-training, may attend WTC and will be inserted into One Station Unit Training for selected MOS's ( 11X, 19K/D, 31B...etc.)
  - Will be in Delayed Status, day after ETS will report to MEPS to ship to WTC... Ft Benning, GA , Ft Jackson, SC, or Ft Knox, KY possible locations



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# Warrior Transition Course

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# Culture

- Receive Soldiers as accepted professionals
- Atmosphere similar to BNCOC
- TRADOC Regulation 350-6 Phase V+ privileges
- Teach, Coach, and Mentor
- Experiential Learning Model
- Emerging Leadership/Leadership Development
- Student Chain of Command commensurate with grade
  - Company Commander and 1SG (E4 – E5)
  - Platoon Leaders and Platoon Sergeants (E3 – E4)
  - Squad and Team Leaders (E1 – E3)
- Evaluated leadership positions with feedback
- Student Chain of Command is reinforced, not undermined





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# Concept

Warrior Ethos  
&  
Army Values

FTX-1:  
Land Nav/  
Field Craft

Combatives  
Teamwork Development  
First Aid & NBC Refreshers  
Drill and Ceremony Refreshers  
**CORE TASK PROFICIENCY**  
Bayonet Training  
Communications  
Troop Leading Procedures  
Land Nav (Day&Night)  
Army Orientation

M16A2 Qualification  
M249, AT-4, M203, M18A1 Claymore

**WEAPONS  
PROFICIENCY**  
Army Physical Fitness Test  
Grenade Qualification  
8km Foot March

FTX-2:  
Six Days

IED/UXO  
Convoy Operations  
Checkpoint Operations  
Patrolling Operations  
Urban Operations  
**TACTICAL PROFICIENCY**  
Night Defense Live-Fire  
Buddy Team Live-Fire  
Night Infiltration Course  
10km Foot March

Family  
Orientation &  
Graduation

Day 17 - Day 26

Day 7 - Day 16

Day 0 - Day 6

Reception & Integration

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# Graduation Requirements

- Complete APFT with 50/50/50
- Qualify with individual weapon
- Complete bayonet and pugil training
- Complete hand-to-hand combat training
- Throw two live hand grenades and negotiate HG Qualification Course
- Complete pro mask confidence exercise
- Demonstrate willingness to live by the Army's core values and the Warrior Ethos
- Demonstrate the capability to operate effectively as a team member
- Complete all foot marches
- Complete all hand-to-hand combat training



# Update and Working Issues

- **1<sup>st</sup> Warrior Transition Course**
  - 3 Sep 04
  - 3,400 training seats (FY05)
- **Housing** (OSD is working DOD policy memorandum)
  - Remain in Military Housing until 1<sup>st</sup> Station
- **Leave Balance** (OSD is working DOD policy memorandum)



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# GoArmy.com Hits and Contracts

As of: 23 Aug 04	Air Force		Navy		Marines		Coast Guard		Total	
	Weekly	YTD	Weekly	YTD	Weekly	YTD	Weekly	YTD	Weekly	YTD
<b>Just Checking In</b>	29	270	36	488	0	14	1	13	66	785
<b>Very Interested</b>	40	398	92	1070	2	54	2	26	136	1548
<b>Ready to Transition</b>	16	195	47	603	1	26	1	5	65	829
<b>Total</b>	85	863	175	2161	3	94	4	44	267	3162
<b>Contracts</b>	2	8	1	4	0	0	0	0	3	12
<b>MOS Convert</b>	1	2	0	2					1	4
<b>Retrain</b>	1	6	1	2					2	8
<b>SRB Takers</b>			0	1					0	1

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## OFFICER INTERSERVICE TRANSFER PROCESS



INDIVIDUAL  
OFFICER



INDIVIDUAL  
OFFICER

GoArmy.com



AHRC-OPD

LTC HUBER

(Accessions  
~~Branch~~)

Links to

[huberj@hoffman.army.mil](mailto:huberj@hoffman.army.mil)

[hutskoe@hoffman.army.mil](mailto:hutskoe@hoffman.army.mil)

- Qualified active duty Officer submits request through his/her service secretary who forwards to Army HRC
- HRC reviews packets, coordinates with branches for any required certification/education and branches officers
- Forwards requests for line thru by G-1 and approval by ASA(M&RA)
- Once approved, HRC notifies and processes officer for training and assignment and HRC-St Louis cuts the orders
- Additional information at

<https://www.perscomonline.army.mil/opdistacc/IST/CIST.htm>

Separating Officers  
(goal 20%)



# Point of Contacts

- HQDA G1 –

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- United States Army Recruiting Command

MSG John Sheehy

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# Questions

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